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SOURCE Zwiazkowiec.ESTABLISH NEW NORMS FOR MINERS

New work norms and new pay rates for miners have become effective as of October. The changes were necessary because both norms and pay rates had become obsolete and no longer provided an adequate incentive for workers to achieve the tasks allotted to the coal industry.

The Six-Year Plan foresees an extraction of 100 million tons of coal in 1955, $2\frac{1}{2}$ times that of prewar extraction. To achieve this goal, the productivity of miners must be greatly increased. The deciding factor in this increase is a proper work norm.

Since the previous norms were established, there have been many changes in the coal industry -- mechanization, improved work organization, and higher qualifications of miners. Many more machines are now operating in mines than there were then: conveyers have replaced coal cars in transporting coal and miners' work has been mechanized to a great extent and is much easier. Under these circumstances, increased productivity is not only possible but inevitable.

By order of the Minister of Mining, the norms have been increased 8 percent on pillars, 11 percent on faces, 12 percent in coal galleries, and 16 percent on coal and rock galleries. Hence, norms for all underground mining operations have been increased on an average of 10 percent.

A change in the payroll system was also made. Base rates were increased 22 percent. A premium for individual achievement has been added to the group premium. Workers who were previously deprived of their premiums because the group did not complete the plan will now receive higher rates regardless of the group's achievements. Moreover, for every ton of coal extracted beyond the norm, a miner will receive $2\frac{1}{2}$ times more per ton than his regular rate.

The introduction of new norms and pay rates creates a new and important task for the unions.

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The unions and interunion organizations must intensify their efforts to explain the meaning of the new norms to the miners. Attempts at diversion by hostile agents must be neutralized by acquainting the working masses with the true meaning of the building of socialism.

It is the responsibility of the Factory Councils to cooperate in establishing the proper norms for specific work and to see that the new norms are adopted with the greatest possible speed.

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